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20 July 1979

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MEMORANDUM FOR:

[REDACTED]
Programs and Procedures Staff,
Office of Personnel

VIA:

Charles A. Bohrer, M.D.
Director of Medical Services

FROM:

[REDACTED]
Medical Systems Development Officer
Office of Medical Services

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SUBJECT: Federal Physicians' Comparability Allowances

1. In accordance with the Rules on the Physicians' Comparability Allowances published in the Friday, 13 July 1979, Federal Register (Attachment A), the Office of Medical Services (OMS) wishes to restate that the Agency has experienced documented physician recruitment and retention problems. This has been well circumstantiated in previous memoranda which are found in Attachments B through E. Since the latest memorandum of 29 July 1978 (Attachment B), OMS has continued to experience its outflow of doctors -- losing an additional four physicians. In all four resignations, income limitations played a significant role in the decisions to leave. OMS has filled two of these positions, one was lost due to the closing of the Agency [REDACTED], and one position remains vacant.

In view of the materials contained in Attachments B through E and the above information, OMS requests that all Agency physicians be declared eligible to receive the Physicians' Comparability Allowance in accordance with the 13 July 1979 OPM rules. [REDACTED]

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2. The OMS has physicians in Categories 1, 3, and 4. All of our physicians have varying percentages of duties in all three categories. Each physician is subject to be assigned to any position within the office and, therefore, is qualified to perform the expected duties of any and all three categories. [REDACTED]

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SUBJECT: Federal Physicians' Comparability Allowances

a. Physicians who have served for 24 months or less as Government physicians:

(1) One-year agreement -- \$6,500 per year

(2) Two-year agreement -- \$7,000 per year

b. Physicians who have served more than 24 months as Government physicians:

(1) One-year agreement -- \$9,000 per year

(2) Two-year agreement -- \$9,500 per year

(3) Three-year agreement -- \$10,000 per year

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4. Additionally, the above schedule of pay is submitted because the compensation of Federal civilian physicians is from \$7,000 to \$27,000 below the incomes of peers in the VA, Uniformed Services, and office-based private practice as documented in the graph on the final page of Attachment II. The graph entitled "Physicians' 1976 Incomes" is from the December 1976 OMB report entitled "Recruitment and Retention of Federally Employed Physicians and Dentists." Concerning the inequity with VA and Uniformed Services physicians, this situation has continued unchanged, for they have continued to get their special pay yearly (Uniformed Services since 1974 and the VA since 1975) while the Federal civilian physicians have not. In relation to private physicians, the gap has grown for their incomes have kept pace with general inflation, while those of Federal civilian physicians have not kept pace with inflation. Implementation of this schedule will help to close these continuing disparities in incomes and to alleviate the Agency's significant problems in physician recruitment and retention.

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